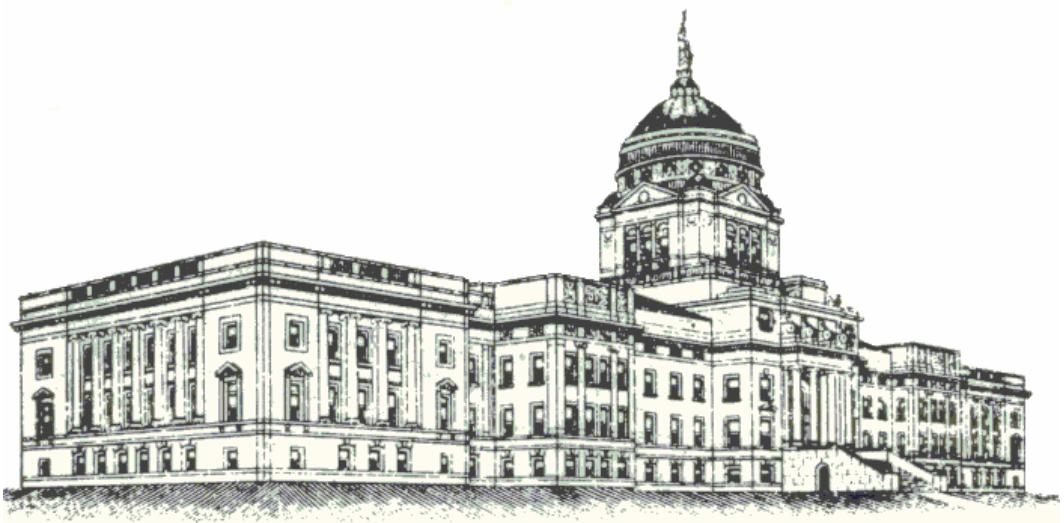


# Employee Profile

**State of Montana**



**Department of Administration  
State Personnel Division**

January 29, 2007

OFFICE OF THE GOVERNOR  
STATE OF MONTANA

BRIAN SCHWEITZER  
GOVERNOR

JOHN BOHLINGER  
LT. GOVERNOR



March 2007

I am pleased to introduce this year's State of Montana Employee Profile Report. The Employee Profile provides information on the Equal Employment Opportunity program, workforce planning and answers questions about state employees. State government will continue to lead the effort to ensure equal employment opportunities and equal access to state government programs and services.

I'm proud of Montana state employees who work hard every day serving and protecting the citizens of our great state. The average state employee is 47 years old and has worked for state government for over 11 years. Seven percent of state employees are promoted each year.

Montana's state employees are vital to the success of the state as a whole. During the last 24 months over 24,000 private sector jobs have been created - more than 1,000 jobs per month. Our 2.8% unemployment is the lowest in our history. There are more people working in Montana today than at any time in our history; and, for the first time in Montana's history, our wages are increasing at a faster rate than the average of the rest of the country. In fact, only two other states have wages increasing faster than Montana. Montana is on the move and open for business! Much of the credit for that success belongs to our state employees.

If you have any questions about the state's Employee Profile, please contact the State Personnel Division of the Department of Administration at 444-3871.

Sincerely,

A blue ink signature of Brian Schweitzer, consisting of stylized initials "B" and a surname.

BRIAN SCHWEITZER  
Governor

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## INTRODUCTION

Governor Brian Schweitzer is fully committed to equal employment opportunity and equal access to state programs and services in State government. The Governor has charged the Department of Administration to encourage and exercise leadership in the development of effective personnel administration for agencies in Montana State government. The Department shall foster and develop programs for recruitment and selection of capable persons for permanent, seasonal, temporary, and other types of positions and for the improvement of employee effectiveness.<sup>1</sup>

The Department, also, develops a personnel classification plan for state positions and classes of positions in state service, and administers a market-based compensation system necessary to attract and retain competent and qualified employees.<sup>2</sup>

The Employee Profile answers the most frequently asked questions about state employees. The profile also serves to report to the Governor on the status of the Equal Employment Opportunity (EEO) program.

Chapter I contains general statistical information about state employees in the Executive, Legislative and Judicial Branches of government (see organizational charts), such as the number of employees by agency, regular versus temporary/seasonal employees, employee leave information and EEO status (race, sex and age) by agency.

Chapter II contains information on the Equal Employment Opportunity and Classification and Pay Programs and includes information on employee compensation by pay plan and EEO (occupational) category.

The Employee Profile covers the period from January 1, 2006 to December 31, 2006 for reports showing new hires, transfers, terminations and leave taken for vacation, sick and compensatory time. Other reports are a snapshot of the workforce as of the 2007 date on the report. The last Employee Profile was produced January 23, 2006.

For further information on these topics, contact Linda Davis, State EEO and SABHRS HR Program Coordinator at (406) 444-3796, e-mail [ldavis@mt.gov](mailto:ldavis@mt.gov), Joe Hamilton (406)444-3884, email [jhamilton@mt.gov](mailto:jhamilton@mt.gov) or mail to:

Department of Administration  
State Personnel Division  
P.O. Box 200127  
Helena, MT 59620-0127

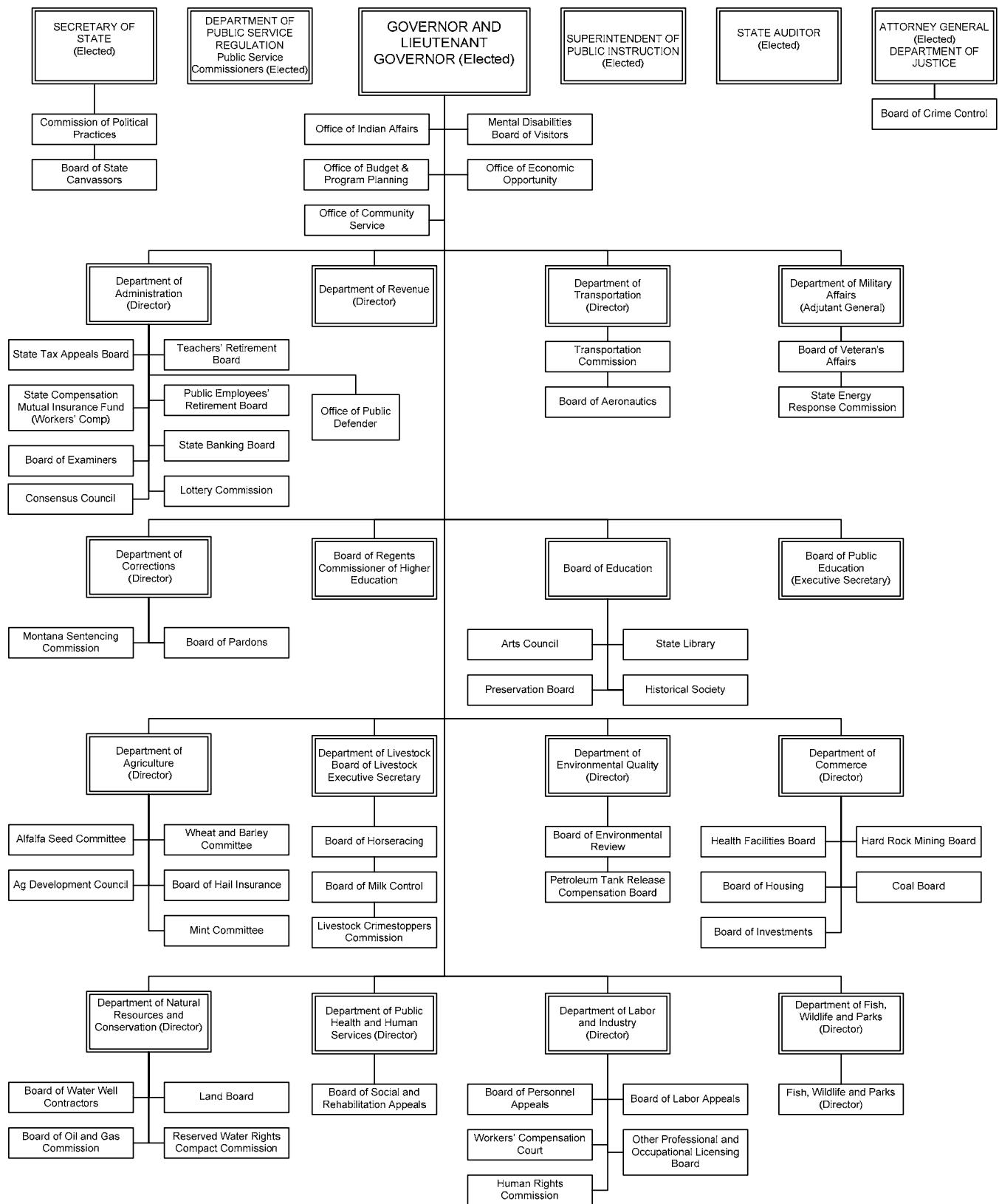
**NOTE:** Alternative Accessible Formats of this report will be provided on request. Persons who need an alternative format should contact the State Personnel Division, Department of Administration, 125 N. Roberts St., PO BOX 200127, Helena, MT 59620-0127. Telephone 406-444-3871. Those using a TTY may call through the Montana Relay Service at 711.

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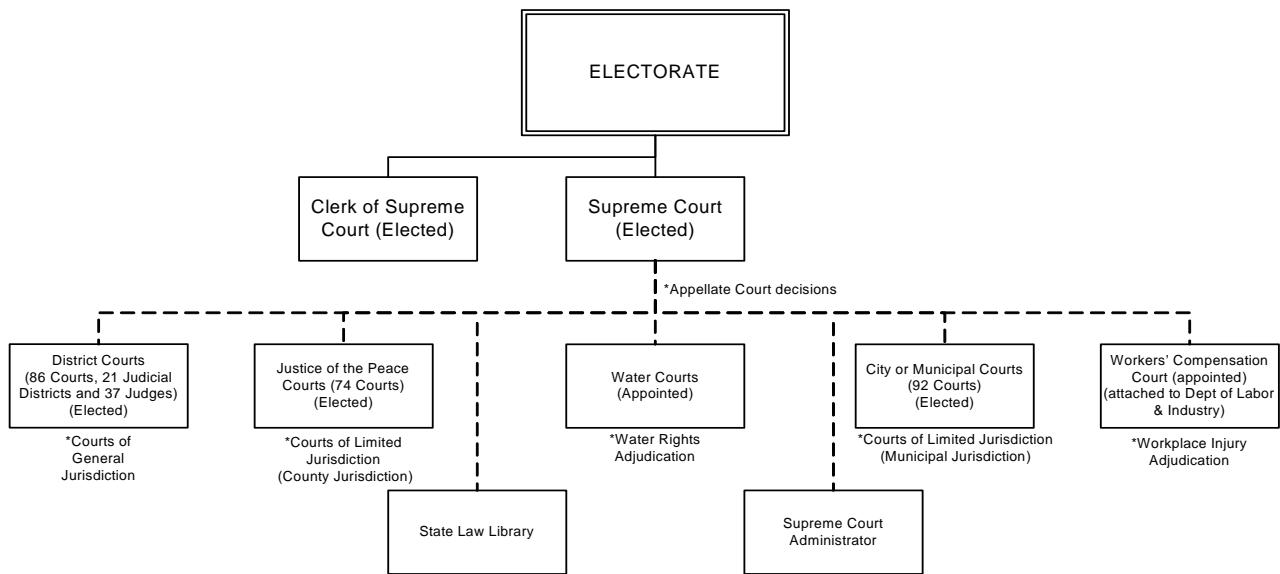
1 Statutory authority is found at Montana Codes Annotated, Section 2-18-102.

2 Statutory authority is found at Montana Codes Annotated, Sections 2-18-201 and 2-18-301.

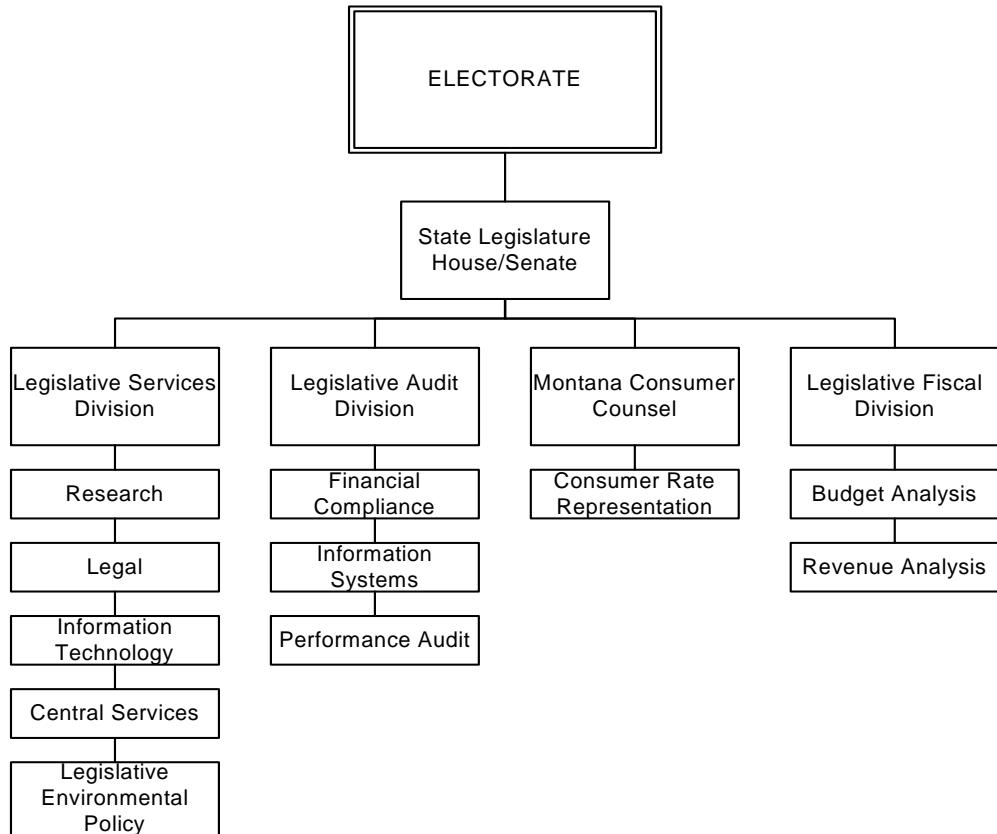
## MONTANA EXECUTIVE BRANCH



## MONTANA JUDICIAL BRANCH



## MONTANA LEGISLATIVE BRANCH



## CHAPTER I

### OVERVIEW OF STATE EMPLOYEES

State employees, for the purpose of this overview, are all employees in the executive, judicial and legislative branches of government, except university system employees and legislators.

	Regular Employees	%	Temporary Seasonal	Total Employees	%
<b>All Employees</b>	12515	100.00%	1838	14353	100.00%
<b>Women</b>	6246	49.91%	685	6931	48.29%
<b>Men</b>	6269	50.09%	1153	7422	51.71%
<b>American Indians</b>	257	2.05%	29	286	1.99%
<b>Other Minorities</b>	189	1.52%	9	198	1.38%

**Average Length of Service in State Government - 11.35 years**

**Average Salary for Regular Employees-** Hourly - \$19.71 Annual Salary - \$40,987.73  
These are **weighted averages**<sup>3</sup> using all pay plans.

Average for women: Hourly - \$17.70 Annual Salary - \$36,811.29  
Average for men: Hourly - \$21.72 Annual Salary - \$45,178.78

**Average age for Regular Employees - 47** for women – 47 for men - 47

Leave for Employees			
Leave Type	Accrued Hours	Hours Per Employee	
	Current Balance	Average Balance	Average Taken***
<b>Vacation Leave*</b>	1,977,392.35	152.36	126.71
<b>Sick Leave**</b>	3,928,973.35	301.69	72.57
<b>Non-Exempt Compensatory Time</b>	187,406.94	34.87	55.47
<b>Exempt Compensatory Time</b>	145,590.21	66.00	79.18

\* For example, the amount of vacation leave credits available to a full-time employee who has worked for the State 10 years or less is 15 working days per year or 120 hours per year.

\*\* For example, the amount of sick leave credits available to a full-time employee is 12 working days per year or 96 hours per year.

\*\*\* Active employees with time taken in last calendar year.

3 Defined as an average that takes into account the proportional relevance of each component, rather than treating each component equally.

**STATE OF MONTANA  
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**

**EMPLOYMENT INFORMATION**

These tables provide employment information for full and part-time regular employees. They include employees in the executive, judicial and legislative branches of government, except university system employees and legislators.

<b>Employment Rates for Calendar Year 2006</b>		
New Hire Rate – new to state government	1,445	11.55%
Promotion Rate – promotions within an agency	872	6.97%
Rehire Rate – rehired state employee	298	2.38%
Transfer Rate- transferred to another agency	236	1.89%
Transfer Rate – transferred within an agency	236	3.12%
Termination Rate- terminated from state government	1,582	12.64%
First Year Separation Rate – hired and terminated within 2006	216	14.95%
<b>Current Workforce</b>	<b>12,515</b>	

<b>Reasons for Terminations for Calendar Year 2006</b>	
Death	131
Compensation	6
Personal Reasons	887
Other Reasons	229
Retirement	317
Reduction in Force	12
End Seasonal Employment *	18
End Short-Term Employment *	20
End Temporary Employment *	43
<b>Total</b>	<b>1,663</b>
Involuntary Terminations **	83

\* These reasons were not used in calculating the termination rate.

\*\* Involuntary terminations are not recorded in a separate category in SABHRS. Agencies agreed to track terminations for cause during the calendar year 2006. 19 agencies reported and 6 of those agencies reported no involuntary terminations

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**NUMBER OF EMPLOYEES BY DEPARTMENT AS OF 1/29/2007**

Department	Number of Employees		
	Total*	Regular**	Temporary/Seasonal***
Administration	564	531	33
Agriculture	113	95	18
Board of Public Education	4	4	0
Commerce	187	179	8
Commissioner/Higher Ed.	103	101	2
Consumer Council	4	4	0
Corrections	1,196	1,184	12
Environmental Quality	396	383	13
Fish, Wildlife, & Parks	1,148	690	458
Governor's Office	68	59	9
Judiciary	422	406	16
Justice	784	768	16
Labor & Industry	825	801	24
Legislative Branch	115	115	0
Livestock	140	133	7
Military Affairs	179	169	10
Montana Arts Council	11	9	2
Montana Historical Society	70	61	9
Montana State Library	49	47	2
Natural Resources & Conservation	919	497	422
Office of Public Instruction	268	160	108
Office of the State Public Defender****	186	182	4
Political Practices	4	4	0
Public Health & Human Services	2,996	2,796	200
Public Service Commission	39	39	0
Revenue	653	557	96
School for Deaf & Blind	210	130	80
Secretary of State	56	50	6
State Auditor	71	67	4
State Fund	274	274	0
Transportation	2,299	2,020	279
<b>State Totals:</b>	<b>14,353</b>	<b>12,515</b>	<b>1,838</b>

\* Includes data from all state employees except university system employees and legislators.

\*\* Includes full-time and part-time regular employees.

\*\*\* Includes full-time and part-time temporary, seasonal, and short term employees.

\*\*\*\* Created by 2005 Legislature

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**MALE AND FEMALE EMPLOYEES BY DEPARTMENT AS OF 1/29/2007**

Department	Employees *			Regular **			Temporary/Seasonal ***		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Administration	564	284	280	531	273	258	33	11	22
Agriculture	113	49	64	95	36	59	18	13	5
Board of Public Education	4	2	2	4	2	2	0	0	0
Commerce	187	75	112	179	72	107	8	3	5
Commissioner/Higher Ed.	103	28	75	101	27	74	2	1	1
Consumer Council	4	2	2	4	2	2	0	0	0
Corrections	1,196	746	450	1,184	740	444	12	6	6
Environmental Quality	396	220	176	383	211	172	13	9	4
Fish, Wildlife, & Parks	1,148	809	339	690	512	178	458	297	161
Governor's Office	68	31	37	59	27	32	9	4	5
Judiciary	422	152	270	406	148	258	16	4	12
Justice	784	446	338	768	433	335	16	13	3
Labor & Industry	825	318	507	801	308	493	24	10	14
Legislative Branch	115	47	68	115	47	68	0	0	0
Livestock	140	84	56	133	78	55	7	6	1
Military Affairs	179	124	55	169	119	50	10	5	5
Montana Arts Council	11	0	11	9	0	9	2	0	2
Montana Historical Society	70	25	45	61	22	39	9	3	6
Montana State Library	49	21	28	47	19	28	2	2	0
Natural Resources & Conservation	919	663	256	497	326	171	422	337	85
Office of Public Instruction	268	82	186	160	43	117	108	39	69
Office of the State Public Defender	186	77	109	182	77	105	4	0	4
Political Practices	4	1	3	4	1	3	0	0	0
Public Health & Human Services	2,996	837	2,159	2,796	730	2,066	200	107	93
Public Service Commission	39	25	14	39	25	14	0	0	0
Revenue	653	224	429	557	198	359	96	26	70
School for Deaf & Blind	210	41	169	130	31	99	80	10	70
Secretary of State	56	17	39	50	13	37	6	4	2
State Auditor	71	24	47	67	21	46	4	3	1
State Fund	274	93	181	274	93	181	0	0	0
Transportation	2,299	1,875	424	2,020	1,635	385	279	240	39
<b>State Totals:</b>	<b>14,353</b>	<b>7,422</b>	<b>6,931</b>	<b>12,515</b>	<b>6,269</b>	<b>6,246</b>	<b>1,838</b>	<b>1,153</b>	<b>685</b>

\* Includes data from all state employees except university system employees and legislators.

\*\* Includes full-time and part-time regular employees.

\*\*\* Includes full-time and part-time temporary, seasonal, and short term employees.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**MINORITY EMPLOYEES BY DEPARTMENT AS OF 1/29/2007**

Department	Employees *			Regular **		Temporary/Seasonal ***	
	Total	American Indian	Other Minorities	American Indian	Other Minorities	American Indian	Other Minorities
Administration	750	14	9	14	8	0	1
Agriculture	113	2	1	2	1	0	0
Board of Public Education	4	0	0	0	0	0	0
Commerce	187	2	2	2	1	0	1
Commissioner/Higher Ed.	103	10	1	10	1	0	0
Consumer Council	4	0	0	0	0	0	0
Corrections	1,196	20	16	20	16	0	0
Environmental Quality	396	2	7	1	7	1	0
Fish, Wildlife, & Parks	1,148	2	1	2	0	0	1
Governor's Office	68	5	0	5	0	0	0
Judiciary	422	1	2	1	2	0	0
Justice	784	10	11	10	11	0	0
Labor & Industry	825	25	14	25	14	0	0
Legislative Branch	115	0	0	0	0	0	0
Livestock	140	2	0	2	0	0	0
Military Affairs	179	0	0	0	0	0	0
Montana Arts Council	11	0	0	0	0	0	0
Montana Historical Society	70	1	0	1	0	0	0
Montana State Library	49	0	1	0	1	0	0
Natural Resources & Conservation	919	5	3	4	3	1	0
Office of Public Instruction	268	10	4	5	4	5	0
Political Practices	4	0	0	0	0	0	0
Public Health & Human Services	2,996	100	74	92	71	8	3
Public Service Commission	39	1	0	1	0	0	0
Revenue	653	11	10	6	8	5	2
School for Deaf & Blind	210	0	6	0	5	0	1
Secretary of State	56	0	1	0	1	0	0
State Auditor	71	0	0	0	0	0	0
State Fund	274	0	11	0	11	0	0
Transportation	2,299	63	24	54	24	9	0
<b>State Totals:</b>	<b>14,353</b>	<b>286</b>	<b>198</b>	<b>257</b>	<b>189</b>	<b>29</b>	<b>9</b>

\* Includes data from all state employees except university system employees and legislators.

\*\* Includes full-time and part-time regular employees.

\*\*\* Includes full-time and part-time temporary, seasonal, and short term employees.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - PERSONNEL DIVISION**  
**STATE EEO/AA PROGRAM**  
**DISABLED EMPLOYEES BY AGENCY AS OF 1/29/2007**

Agency	Employees*		Regular**	Temporary/ Seasonal***
	Total*	Total with Disabilities	with Disabilities	with Disabilities
Administration	564	6	5	1
Agriculture	113	0	0	0
Board of Public Education	4	0	0	0
Commerce	187	1	1	0
Commissioner/Higher Ed.	103	0	0	0
Consumer Council	4	0	0	0
Corrections	1,196	17	17	0
Environmental Quality	396	5	5	0
Fish, Wildlife, & Parks	1,148	8	7	1
Governor's Office	68	0	0	0
Judiciary	422	1	1	0
Justice	768	10	10	0
Justice - Board of Crime Control	16	0	0	0
Labor & Industry	825	20	19	1
Legislative Branch	115	0	0	0
Livestock	140	0	0	0
Military Affairs	179	5	5	0
Montana Arts Council	11	0	0	0
Montana Historical Society	70	0	0	0
Montana State Library	49	0	0	0
Natural Resources & Conservation	919	8	7	1
Office of Public Instruction	268	2	2	0
Office of the State Public Defender	186	0	0	0
Political Practices	4	0	0	0
Public Health & Human Services	2,996	46	46	0
Public Service Commission	39	0	0	0
Revenue	653	10	9	1
School for Deaf & Blind	210	5	3	2
Secretary of State	56	1	1	0
State Auditor	71	0	0	0
State Fund	274	3	3	0
Transportation	2,299	34	33	1
<b>State Totals:</b>	<b>14,353</b>	<b>182</b>	<b>174</b>	<b>8</b>

\* Includes data from all state employees except university system employees and legislators.

\*\* Includes full-time and part-time regular employees.

\*\*\* Includes full-time and part-time temporary, seasonal, and short term employees.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE AGE OF MALE/FEMALE EMPLOYEES BY DEPARTMENT AS OF 1/29/2007**

Department	Employees* Average Age	Regular** Average Age	Temporary/ Seasonal*** Average Age	Male Average Age	Female Average Age
Administration	47	47	47	47	48
Agriculture	46	45	50	47	44
Board of Public Education	43	43	0	53	33
Commerce	46	47	27	47	46
Commissioner/Higher Ed.	45	44	66	44	45
Consumer Council	54	54	0	56	51
Corrections	44	44	48	45	44
Environmental Quality	47	48	32	48	46
Fish, Wildlife, & Parks	45	45	44	46	42
Governor's Office	44	46	25	42	45
Judiciary Branch	48	47	54	48	47
Justice	45	45	42	44	47
Labor & Industry	49	49	47	52	48
Legislative Branch	45	45	0	47	44
Livestock	48	48	43	48	48
Military Affairs	47	46	53	47	46
Montana Arts Council	50	52	41	0	50
Montana Historical Society	49	49	49	49	49
Montana State Library	45	46	40	44	46
Natural Resources & Conservation	44	47	42	44	44
Office of Public Instruction	52	50	56	53	52
Office of the State Public Defender	41	42	29	42	41
Political Practices	40	40	0	52	35
Public Health & Human Services	47	48	40	48	47
Public Service Commission	52	52	0	52	51
Revenue	45	47	37	47	44
School for Deaf & Blind	44	45	42	41	44
Secretary of State	46	47	36	42	47
State Auditor	47	48	36	45	48
State Fund	46	46	0	46	46
Transportation	46	47	45	47	45
<b>State Totals:</b>	<b>46</b>	<b>47</b>	<b>43</b>	<b>46</b>	<b>46</b>

\* Includes data from all state employees except university system employees and legislators.

\*\* Includes full-time and part-time regular employees.

\*\*\* Includes full-time and part-time temporary, seasonal, and short term employees.

**STATE OF MONTANA**  
**Department of Administration - State EEO Program**  
**Vacation Leave for Employees By Department As Of 02/27/07**

<b>Department</b>	<b>Current Vacation Leave*</b>	<b>Vacation Leave Taken**</b>				
	<b>Employees</b>	<b>Total</b>	<b>Average</b>	<b>Employees</b>	<b>Total</b>	<b>Average</b>
Administration	536	86,669.71	161.70	472	60,379.68	127.92
Agriculture	132	17,793.32	134.80	93	10,080.65	108.39
Board of Public Education	4	1,187.16	296.79	4	385.00	96.25
Commerce	180	30,761.55	170.90	166	19,809.20	119.33
Commissioner/Higher Education	98	14,343.11	146.36	90	11,123.25	123.59
Consumer Counsel	5	948.03	189.61	4	856.00	214.00
Corrections	1,197	174,574.04	145.84	1,070	135,566.69	126.70
Environmental Quality	390	58,423.98	149.81	364	47,065.52	129.30
Fish, Wildlife, & Parks	854	173,553.02	203.22	671	80,025.79	119.26
Governor's Office	59	11,157.66	189.11	49	4,370.04	89.18
Judiciary	366	49,471.95	135.17	326	39,250.53	120.40
Justice	726	124,950.29	172.11	656	86,086.37	131.23
Labor & Industry	810	116,162.87	143.41	765	102,872.69	134.47
Legislative Branch	115	21,416.33	186.23	113	17,003.83	150.48
Livestock	136	26,284.76	193.27	129	16,369.97	126.90
Military Affairs	175	28,822.03	164.70	150	18,088.99	120.59
Montana Arts Council	9	1,183.89	131.54	7	1,322.40	188.91
Montana Historical Society	66	10,273.36	155.66	59	6,787.06	115.03
Montana State Library	38	4,847.94	127.58	30	3,574.00	119.13
Natural Resources & Conservation	533	95,478.58	179.13	512	62,416.54	121.91
Office of Public Instruction	260	32,827.04	126.26	154	19,428.28	126.16
Office of the State Public Defender	188	17,653.86	93.90	72	4,406.49	61.20
Political Practices	4	307.34	76.84	2	270.00	135.00
Public Health & Human Services	2,806	414,293.54	147.65	2,486	323,905.78	130.29
Public Service Commission	35	7,438.39	212.53	34	5,007.31	147.27
Revenue	605	86,455.00	142.90	526	66,358.64	126.16
School for Deaf & Blind	107	5,427.99	50.73	50	3,469.35	69.39
Secretary of State	53	7,016.88	132.39	44	5,736.51	130.38
State Auditor	69	10,500.90	152.19	62	7,293.05	117.63
State Fund	273	54,617.10	200.06	248	32,500.36	131.05
Transportation	2,286	378,618.81	165.63	2,141	272,622.97	127.33
<b>State Totals:</b>	<b>13,115</b>	<b>2,063,460.41</b>	<b>157.34</b>	<b>11,549</b>	<b>1,464,432.93</b>	<b>126.80</b>

\* Active employees with balance greater than zero.

\*\* Active employees with time taken in last calendar year.

**STATE OF MONTANA**  
**Department of Administration - State EEO Program**  
**Sick Leave for Employees By Department As Of 02/27/07**

<b>Department</b>	<b>Current Sick Leave* Employees</b>	<b>Sick Leave Total</b>	<b>Average</b>	<b>Sick Leave Taken** Employees</b>	<b>Total</b>	<b>Average</b>
Administration	537	183,344.09	341.42	474	29,844.28	62.96
Agriculture	132	33,182.42	251.38	92	4,588.62	49.88
Board of Public Education	4	3,080.06	770.02	3	140.50	46.83
Commerce	180	52,950.49	294.17	162	12,525.42	77.32
Commissioner/Higher Education	98	19,891.13	202.97	88	9,501.75	107.97
Consumer Counsel	5	3,028.11	605.62	3	73.50	24.50
Corrections	1,198	310,247.11	258.97	1,053	77,528.33	73.63
Environmental Quality	391	100,791.63	257.78	367	28,426.71	77.46
Fish, Wildlife, & Parks	853	504,839.15	591.84	495	30,185.46	60.98
Governor's Office	59	19,072.27	323.26	44	1,932.21	43.91
Judiciary	363	99,624.17	274.45	311	21,159.65	68.04
Justice	727	238,637.65	328.25	643	45,587.09	70.90
Labor & Industry	809	215,348.95	266.19	767	62,456.23	81.43
Legislative Branch	115	48,680.38	423.31	110	9,396.80	85.43
Livestock	136	84,600.87	622.07	105	7,109.40	67.71
Military Affairs	175	61,184.35	349.62	148	9,125.15	61.66
Montana Arts Council	9	2,757.23	306.36	6	492.25	82.04
Montana Historical Society	66	21,449.23	324.99	57	3,399.85	59.65
Montana State Library	38	8,344.59	219.59	31	2,267.50	73.15
Natural Resources & Conservation	534	209,057.57	391.49	501	30,778.33	61.43
Office of Public Instruction	261	59,076.10	226.35	143	8,702.19	60.85
Office of the State Public Defender	188	15,479.02	82.34	99	5,666.26	57.23
Political Practices	4	280.29	70.07	2	415.50	207.75
Public Health & Human Services	2,807	646,405.95	230.28	2,551	194,173.37	76.12
Public Service Commission	35	18,527.76	529.36	34	1,914.76	56.32
Revenue	605	123,421.99	204.00	539	43,858.95	81.37
School for Deaf & Blind	151	39,517.00	261.70	115	7,280.40	63.31
Secretary of State	53	9,330.36	176.04	45	3,307.99	73.51
State Auditor	69	15,735.04	228.04	61	5,201.01	85.26
State Fund	273	67,566.26	247.50	211	17,907.68	84.87
Transportation	2,286	723,167.86	316.35	2,089	150,044.02	71.83
<b>State Totals:</b>	<b>13,161</b>	<b>3,938,619.10</b>	<b>299.26</b>	<b>11,349</b>	<b>824,991.15</b>	<b>72.69</b>

\* Active employees with balance greater than zero.

\*\* Active employees with time taken in last calendar year.

**STATE OF MONTANA**  
**Department of Administration - State EEO Program**  
**Compensatory Time For Non-Exempt Employees By Department As Of 02/27/07**

<b>Department</b>	<b>Current Employees</b>	<b>Compensatory Time*</b>	<b>Average</b>	<b>Employees</b>	<b>Compensatory Time Taken**</b>	<b>Average</b>
		Total			Total	
Administration	196	5,845.72	29.83	174	8,162.82	46.91
Agriculture	54	1,520.49	28.16	54	2,983.04	55.24
Board of Public Education	3	206.85	68.95	3	200.00	66.67
Commerce	104	2,550.54	24.52	95	4,558.72	47.99
Commissioner/Higher Education	49	1,970.09	40.21	44	1,966.40	44.69
Consumer Counsel	0	0.00	0.00	0	0.00	0.00
Corrections	341	5,737.59	16.83	311	19,362.08	62.26
Environmental Quality	197	4,158.56	21.11	201	11,789.85	58.66
Fish, Wildlife, & Parks	357	10,140.97	28.41	426	30,103.21	70.66
Governor's Office	10	726.08	72.61	10	1,832.84	183.28
Judiciary	79	1,891.43	23.94	52	1,754.23	33.74
Justice	408	18,092.84	44.35	325	15,948.69	49.07
Labor & Industry	340	7,135.64	20.99	267	7,222.95	27.05
Legislative Branch	8	469.75	58.72	12	536.75	44.73
Livestock	82	7,566.93	92.28	76	5,894.43	77.56
Military Affairs	112	5,807.71	51.85	106	9,146.00	86.28
Montana Arts Council	2	11.51	5.76	2	67.95	33.98
Montana Historical Society	34	1,212.01	35.65	36	1,634.14	45.39
Montana State Library	19	157.85	8.31	17	954.50	56.15
Natural Resources & Conservation	53	559.55	10.56	72	2,546.97	35.37
Office of Public Instruction	53	2,436.33	45.97	47	1,667.29	35.47
Office of the State Public Defender	54	948.88	17.57	40	1,237.00	30.93
Political Practices	2	406.75	203.38	2	235.00	117.50
Public Health & Human Services	1,081	34,731.11	32.13	818	42,130.92	51.50
Public Service Commission	11	334.30	30.39	7	50.75	7.25
Revenue	328	14,574.76	44.44	268	10,656.58	39.76
School for Deaf & Blind	26	668.55	25.71	32	1,659.65	51.86
Secretary of State	20	179.18	8.96	8	428.75	53.59
State Auditor	17	206.42	12.14	23	763.13	33.18
State Fund	53	849.80	16.03	37	1,421.27	38.41
Transportation	1,432	70,182.80	49.01	1,012	66,999.90	66.21
<b>State Totals:</b>	<b>5,525</b>	<b>201,280.99</b>	<b>36.43</b>	<b>4,577</b>	<b>253,915.81</b>	<b>55.48</b>

\* Active employees with balance greater than zero.

\*\* Active employees with time taken in last calendar year.

**STATE OF MONTANA**  
**Department of Administration - State EEO Program**  
**Compensatory Time For Exempt Employees By Department As Of 02/27/07**

<b>Department</b>	<b>Compensatory Time Balance*</b>			<b>Compensatory Time Taken**</b>		
	<b>Employees</b>	<b>Total</b>	<b>Average</b>	<b>Employees</b>	<b>Total</b>	<b>Average</b>
Administration	127	7,965.79	62.72	142	7,861.55	55.36
Agriculture	31	3,607.05	116.36	31	3,952.00	127.48
Board of Public Education	1	318.00	318.00	0	0.00	0.00
Commerce	38	3,016.60	79.38	38	3,731.50	98.20
Commissioner/Higher Education	21	2,898.75	138.04	21	2,133.70	101.60
Consumer Counsel	3	296.50	98.83	2	154.00	77.00
Corrections	120	7,269.43	60.58	123	8,874.00	72.15
Environmental Quality	133	6,014.78	45.22	139	8,027.55	57.75
Fish, Wildlife, & Parks	275	29,651.85	107.82	274	36,681.07	133.87
Governor's Office	40	12,165.45	304.14	38	5,030.50	132.38
Judiciary	68	3,572.65	52.54	72	6,089.00	84.57
Justice	93	5,746.10	61.79	96	6,357.70	66.23
Labor & Industry	44	3,231.70	73.45	55	3,263.00	59.33
Legislative Branch	92	15,068.10	163.78	101	9,199.00	91.08
Livestock	12	736.65	61.39	11	1,270.00	115.45
Military Affairs	20	2,122.00	106.10	18	2,140.00	118.89
Montana Arts Council	4	251.75	62.94	4	1,807.80	451.95
Montana Historical Society	18	1,028.05	57.11	15	897.55	59.84
Montana State Library	8	270.30	33.79	8	657.00	82.13
Natural Resources & Conservation	277	13,411.52	48.42	343	22,485.90	65.56
Office of Public Instruction	84	8,452.13	100.62	92	10,132.45	110.14
Office of the State Public Defender	92	4,279.30	46.51	81	2,009.00	24.80
Political Practices	1	67.50	67.50	1	27.00	27.00
Public Health & Human Services	431	18,686.43	43.36	392	24,207.70	61.75
Public Service Commission	17	695.15	40.89	15	537.50	35.83
Revenue	53	5,165.80	97.47	62	3,933.75	63.45
School for Deaf & Blind	28	372.84	13.32	22	424.25	19.28
Secretary of State	10	1,290.62	129.06	11	691.50	62.86
State Auditor	21	863.88	41.14	24	992.50	41.35
State Fund	16	265.75	16.61	7	132.00	18.86
Transportation	127	11,533.75	90.82	114	12,471.75	109.40
<b>State Totals:</b>	<b>2,305</b>	<b>170,316.17</b>	<b>73.89</b>	<b>2,352</b>	<b>186,172.22</b>	<b>79.15</b>

\* Active employees with balance greater than zero.

\*\* Active employees with time taken in last calendar year.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**LENGTH OF SERVICE FOR EMPLOYEES BY DEPARTMENT**

**AS OF 1/29/2007**

<b>Department</b>	<b>Number of Employees*</b>	<b>Average Length of Service In State Government**</b>
Administration	542	11.52
Agriculture	111	8.30
Board of Public Education	4	11.04
Commerce	183	11.01
Commissioner/Higher Ed.	101	8.98
Consumer Council	4	21.13
Corrections	1,203	10.23
Environmental Quality	390	11.08
Fish, Wildlife, & Parks	917	11.05
Governor's Office	61	8.88
Judiciary	395	10.10
Justice	732	12.18
Labor & Industry	818	11.92
Legislative Branch	115	13.60
Livestock	138	14.27
Military Affairs	182	9.78
Montana Arts Council	10	7.83
Montana Historical Society	67	11.37
Montana State Library	39	11.54
Natural Resources & Conservation	576	11.87
Office of Public Instruction	267	9.34
Office of the State Public Defender	184	3.10
Political Practices	4	10.34
Public Health & Human Services	2,852	12.15
Public Service Commission	38	15.55
Revenue	611	10.98
School for Deaf & Blind	178	7.18
Secretary of State	54	9.78
State Auditor	69	10.62
State Fund	273	9.67
Transportation	2,304	12.38
<hr/>		
<b>State Totals:</b>	<b>13,422</b>	<b>11.35</b>

\* Includes data from all state employees except university system employees and legislators.

\*\* Includes earned service time from other jurisdictions such as city or county employment.

## CHAPTER II

### EQUAL EMPLOYMENT OPPORTUNITY AND CLASSIFICATION AND PAY PROGRAMS

Governor Schweitzer wants all agencies, managers, supervisors and employees under his jurisdiction to make good faith efforts to ensure that all persons employed or served by Montana State government are afforded equal opportunity, without discrimination, based on race, color, sex, political or religious affiliation or ideas, culture, social origin or condition, sexual orientation, national origin, ancestry, age, disability, or marital status.

Table A compares statistics for this year to 2006.

<b>TABLE A</b> <b>State of Montana</b> <b>Regular Employees Only</b> <b>By EEO Category</b> <b>Comparing January 23, 2006 to January 29, 2007</b>						
<b>EEO Category</b>	<b>Total Numbers</b>		<b>Female</b>		<b>Minorities</b>	
	<b>2006</b>	<b>2007</b>	<b>2006</b>	<b>2007</b>	<b>2006</b>	<b>2007</b>
Officials/Administrators	1,111	1,091	370	364	22	19
Professionals	5,976	6,308	3,082	3,265	179	219
Technicians	1,706	1,868	1,279	1,436	66	67
Protective Service	856	898	115	121	27	29
Paraprofessional	496	501	313	336	28	29
Office/Clerical	704	651	622	572	27	23
Skilled Craft	853	825	35	26	41	38
Service/Maintenance	380	373	137	126	20	22
<b>State Totals</b>	<b>12,082</b>	<b>12,515</b>	<b>5,953</b>	<b>6,246</b>	<b>410</b>	<b>446</b>

As part of the Classification and Pay Program, the State operates the following pay plans: Broadband, Statewide Classified, Exempt (exempt from classification and pay), Blue Collar, Legislative Services, Teachers, State Fund, Medical Professional, Information Technology and Engineering. Compensation information by pay plan is found on the following Reports: Pay-006 and Pay-008 on this Profile.

CHART A

## Female/Male Comparison by EEO Category

### Regular Employees Only

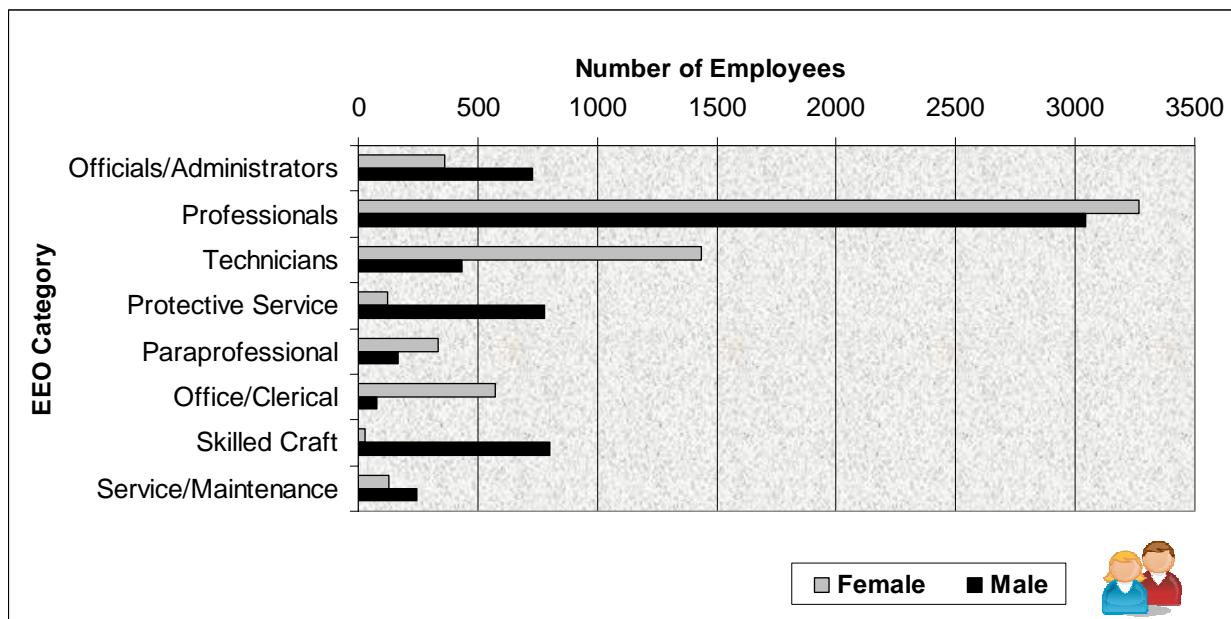
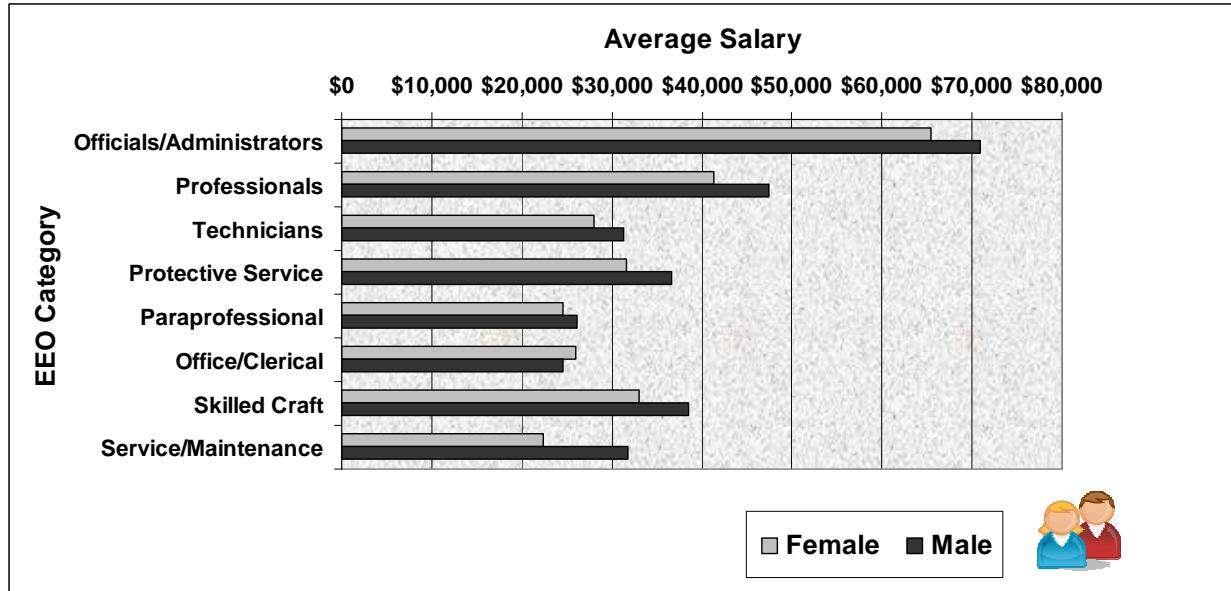


CHART B

## Female/Male Salary by EEO Category

### Regular Employees Only



**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY EEO CATEGORY\***  
**REGULAR, SEASONAL AND TEMPORARY EMPLOYEES\*\***  
**1/30/2007**

**Broadband Pay Plan 020**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	649	67,874.07	467	68,240.16	182	66,934.71
Professionals	4,523	44,549.05	2,425	47,159.38	2,098	41,531.87
Technicians	1,522	28,135.31	523	28,561.76	999	27,912.06
Protective Service	881	35,646.09	756	36,323.85	125	31,547.00
Paraprofessionals	22	27,502.61	12	29,026.27	10	25,674.21
Office/Clerical	453	25,331.02	71	25,565.19	382	25,287.50
Skilled Craft	303	38,479.60	284	39,146.64	19	28,509.16
Service Maintenance	179	24,207.31	120	26,409.66	59	19,727.95
<b>TOTALS:</b>	<b>8,532</b>	<b>40,769.36</b>	<b>4,658</b>	<b>44,027.16</b>	<b>3,874</b>	<b>36,852.27</b>

**Judicial Branch Pay Plan 030**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	62	53,730.50	24	49,407.98	38	56,460.52
Professionals	135	36,150.41	64	36,888.85	71	35,484.77
Technicians	65	37,907.76	18	40,833.38	47	36,787.31
Protective Service	6	21,909.25	4	22,463.88	2	20,800.00
Paraprofessionals	31	37,567.60	1	54,474.03	30	37,004.05
Office/Clerical	70	27,627.85	0	0.00	70	27,627.85
<b>TOTALS:</b>	<b>369</b>	<b>37,684.56</b>	<b>111</b>	<b>39,873.95</b>	<b>258</b>	<b>36,742.61</b>

\* Based on a 40-hour work week.

\*\* Includes data from all state employees except university system employees and legislators.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY EEO CATEGORY\***  
**REGULAR, SEASONAL AND TEMPORARY EMPLOYEES\*\***  
**1/30/2007**

**Statewide Classified Pay Plan 060**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	143	56,574.35	67	59,595.41	76	53,911.05
Professionals	1,309	38,301.53	397	39,107.77	912	37,950.57
Technicians	526	25,920.53	76	25,935.44	450	25,918.01
Protective Service	30	37,694.78	28	38,517.27	2	26,179.85
Paraprofessionals	466	23,374.95	164	24,584.63	302	22,718.03
Office/Clerical	228	20,943.40	44	19,021.27	184	21,403.05
Skilled Craft	12	27,679.92	11	27,038.13	1	34,739.59
Service Maintenance	153	21,863.06	60	23,579.99	93	20,755.37
<b>TOTALS:</b>	<b>2,867</b>	<b>32,206.81</b>	<b>847</b>	<b>34,414.75</b>	<b>2,020</b>	<b>31,281.00</b>

**Exempt Pay Plan 061**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	200	82,364.72	151	83,558.43	49	78,686.15
Professionals	233	47,662.42	70	65,482.73	163	40,009.52
Technicians	1	40,616.30	0	0.00	1	40,616.30
Paraprofessionals	16	28,384.99	5	38,287.57	11	23,883.82
Office/Clerical	540	25,714.76	371	25,914.66	169	25,275.93
Service Maintenance	1	25,923.04	0	0.00	1	25,923.04
<b>TOTALS:</b>	<b>991</b>	<b>42,366.25</b>	<b>597</b>	<b>45,237.67</b>	<b>394</b>	<b>38,015.40</b>

\* Based on a 40-hour work week.

\*\* Includes data from all state employees except university system employees and legislators.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY EEO CATEGORY\***  
**REGULAR, SEASONAL AND TEMPORARY EMPLOYEES\*\***  
**1/30/2007**

**Blue Collar Pay Plan 062**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Protective Service	5	33,275.01	4	33,456.73	1	32,548.15
Skilled Craft	762	36,356.93	743	36,385.71	19	35,231.68
Service Maintenance	97	35,044.73	88	35,018.19	9	35,304.24
<b>TOTALS:</b>	<b>864</b>	<b>36,191.78</b>	<b>835</b>	<b>36,227.55</b>	<b>29</b>	<b>35,161.66</b>

**Legislative Branch Pay Plan 063**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	13	85,123.41	7	100,803.16	6	66,830.37
Professionals	75	57,712.48	33	57,827.02	42	57,622.48
Technicians	11	43,443.82	6	47,556.75	5	38,508.31
Paraprofessionals	7	41,957.11	1	49,115.98	6	40,763.96
Office/Clerical	9	26,460.00	0	0.00	9	26,460.00
<b>TOTALS:</b>	<b>115</b>	<b>56,041.41</b>	<b>47</b>	<b>62,731.29</b>	<b>68</b>	<b>51,417.53</b>

\* Based on a 40-hour work week.

\*\* Includes data from all state employees except university system employees and legislators.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY EEO CATEGORY\***  
**REGULAR, SEASONAL AND TEMPORARY EMPLOYEES\*\***  
**1/30/2007**

**Teachers' Pay Plan 064**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Professionals	28	44,188.39	15	45,743.85	13	42,393.62
<b>TOTALS:</b>	<b>28</b>	<b>44,188.39</b>	<b>15</b>	<b>45,743.85</b>	<b>13</b>	<b>42,393.62</b>

**State Fund Pay Plan 065**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	21	100,751.44	9	118,684.11	12	87,301.93
Professionals	168	56,084.25	68	63,556.27	100	51,003.28
Technicians	45	33,857.64	3	60,839.31	42	31,930.38
Protective Service	2	53,257.36	2	53,257.36	0	0.00
Office/Clerical	34	30,398.04	7	28,295.73	27	30,943.08
Skilled Craft	4	43,424.68	4	43,424.68	0	0.00
<b>TOTALS:</b>	<b>274</b>	<b>52,464.51</b>	<b>93</b>	<b>65,062.20</b>	<b>181</b>	<b>45,991.66</b>

\* Based on a 40-hour work week.

\*\* Includes data from all state employees except university system employees and legislators.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY EEO CATEGORY\***  
**REGULAR, SEASONAL AND TEMPORARY EMPLOYEES\*\***  
**1/30/2007**

**Medical Professionals Pay Plan 067**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Professionals	22	129,348.56	15	137,847.68	7	111,136.15
Technicians	1	55,922.42	0	0.00	1	55,922.42
<b>TOTALS:</b>	<b>23</b>	<b>126,156.12</b>	<b>15</b>	<b>137,847.68</b>	<b>8</b>	<b>104,234.44</b>

**Information Technology and Engineering Pay Plan 068**

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	9	61,960.63	7	59,033.90	2	72,204.19
Professionals	80	44,036.11	46	44,467.18	34	43,452.89
<b>TOTALS:</b>	<b>89</b>	<b>45,848.70</b>	<b>53</b>	<b>46,391.09</b>	<b>36</b>	<b>45,050.18</b>

\* Based on a 40-hour work week.

\*\* Includes data from all state employees except university system employees and legislators.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY GRADE OR PAY BAND\***  
**REGULAR EMPLOYEES ONLY**  
**1/30/2007**

**Broadband Pay Plan 020**

<b>Pay Band</b>	<b>Total</b>		<b>Male</b>		<b>Female</b>	
	<b>Employees</b>	<b>Average Pay</b>	<b>Employees</b>	<b>Average Pay</b>	<b>Employees</b>	<b>Average Pay</b>
<b>01</b>	4	19,817.14	1	21,193.65	3	19,358.30
<b>02</b>	198	21,591.09	44	21,818.09	154	21,526.23
<b>03</b>	1,227	27,578.80	472	29,689.08	755	26,259.53
<b>04</b>	867	32,233.67	421	33,193.31	446	31,327.83
<b>05</b>	1,989	38,555.91	1,121	40,641.99	868	35,861.78
<b>06</b>	2,431	46,242.44	1,400	48,124.49	1,031	43,686.79
<b>07</b>	955	61,239.98	681	61,679.86	274	60,146.71
<b>08</b>	199	78,495.06	129	79,555.96	70	76,539.99
<b>09</b>	6	103,398.88	5	106,939.46	1	85,696.00
<b>TOTALS:</b>	7,876	41,895.41	4,274	45,555.49	3,602	37,552.49

**Judicial Branch Pay Plan 030**

<b>Grade</b>	<b>Total</b>		<b>Male</b>		<b>Female</b>	
	<b>Employees</b>	<b>Average Pay</b>	<b>Employees</b>	<b>Average Pay</b>	<b>Employees</b>	<b>Average Pay</b>
<b>01</b>	353	38,141.48	107	40,365.48	246	37,174.14
<b>TOTALS:</b>	353	38,141.48	107	40,365.48	246	37,174.14

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY GRADE OR PAY BAND\***  
**REGULAR EMPLOYEES ONLY**  
**1/30/2007**

**Statewide Classified Pay Plan 060**

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
<b>05</b>	3	17,725.15	0	0.00	3	17,725.15
<b>06</b>	29	16,649.10	5	17,315.44	24	16,510.28
<b>07</b>	90	19,793.09	25	19,775.50	65	19,799.85
<b>08</b>	261	21,666.23	53	22,055.77	208	21,566.97
<b>09</b>	354	23,802.19	84	24,732.65	270	23,512.72
<b>10</b>	265	26,722.28	77	26,966.06	188	26,622.44
<b>11</b>	223	27,893.75	46	26,748.32	177	28,191.43
<b>12</b>	202	30,806.24	66	30,207.13	136	31,096.98
<b>13</b>	195	34,883.76	55	35,880.70	140	34,492.10
<b>14</b>	350	36,985.10	107	36,864.65	243	37,038.13
<b>15</b>	330	41,220.52	105	42,105.65	225	40,807.46
<b>16</b>	144	45,827.73	41	46,682.99	103	45,487.28
<b>17</b>	121	53,415.58	56	54,280.50	65	52,670.41
<b>18</b>	45	57,750.67	23	58,604.24	22	56,858.30
<b>19</b>	19	62,780.10	9	60,598.93	10	64,743.16
<b>20</b>	3	67,771.53	1	70,047.47	2	66,633.56
<b>21</b>	6	76,007.60	6	76,007.60	0	0.00
<b>22</b>	6	83,301.06	4	87,021.75	2	75,859.68
<b>23</b>	1	84,651.84	1	84,651.84	0	0.00
<b>TOTALS:</b>	2,647	33,007.40	764	35,697.41	1,883	31,915.97

**Exempt Pay Plan 061**

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
	386	67,214.86	217	77,542.87	169	53,953.46
<b>TOTALS:</b>	386	67,214.86	217	77,542.87	169	53,953.46

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY GRADE OR PAY BAND\***  
**REGULAR EMPLOYEES ONLY**  
**1/30/2007**

**Blue Collar Pay Plan 062**

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
04	4	33,456.73	4	33,456.73	0	0.00
05	15	32,295.77	14	32,277.74	1	32,548.15
06	6	31,861.76	6	31,861.76	0	0.00
07	37	34,310.88	33	34,269.54	4	34,651.92
08	111	34,971.76	105	34,921.69	6	35,847.93
09	76	36,153.33	75	36,138.71	1	37,250.30
10	248	37,629.91	242	37,635.58	6	37,401.39
11	17	38,355.39	17	38,355.39	0	0.00
12	105	39,432.02	104	39,425.88	1	40,069.85
13	19	41,021.43	19	41,021.43	0	0.00
<b>TOTALS:</b>	<b>638</b>	<b>37,010.16</b>	<b>619</b>	<b>37,034.75</b>	<b>19</b>	<b>36,209.05</b>

**Legislative Branch Pay Plan 063**

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
	115	56,041.41	47	62,731.29	68	51,417.53
<b>TOTALS:</b>	<b>115</b>	<b>56,041.41</b>	<b>47</b>	<b>62,731.29</b>	<b>68</b>	<b>51,417.53</b>

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY GRADE OR PAY BAND\***  
**REGULAR EMPLOYEES ONLY**  
**1/30/2007**

**Teachers' Pay Plan 064**

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
01	5	37,970.31	2	45,237.01	3	33,125.84
02	3	41,970.82	2	39,801.18	1	46,310.12
03	6	43,984.16	2	46,503.84	4	42,724.31
04	1	48,285.26	1	48,285.26	0	0.00
05	6	47,234.64	5	48,720.77	1	39,804.00
06	7	46,558.97	3	43,728.20	4	48,682.05
<b>TOTALS:</b>	<b>28</b>	<b>44,188.39</b>	<b>15</b>	<b>45,743.85</b>	<b>13</b>	<b>42,393.62</b>

**State Fund Pay Plan 065**

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
1A	4	21,408.92	1	19,760.00	3	21,958.56
1B	7	23,875.13	2	23,057.84	5	24,202.05
1C	10	26,884.62	2	28,832.96	8	26,397.54
1D	12	31,610.80	0	0.00	12	31,610.80
2A	38	32,049.13	0	0.00	38	32,049.13
2B	12	36,830.04	3	36,683.57	9	36,878.86
2C	18	37,432.03	6	40,049.36	12	36,123.36
2D	24	47,184.97	5	48,625.82	19	46,805.80
2E	26	51,890.48	9	51,322.15	17	52,191.36
3A	52	56,479.36	18	56,403.59	34	56,519.47
3B	23	63,762.31	13	63,917.12	10	63,561.06
3C	9	69,631.93	9	69,631.93	0	0.00
3D	18	80,532.17	15	80,795.24	3	79,216.80
3E	9	84,744.05	2	85,500.48	7	84,527.93
4A	5	91,433.47	2	93,431.52	3	90,101.44
EE	7	137,078.83	6	138,200.05	1	130,351.52
<b>TOTALS:</b>	<b>274</b>	<b>52,464.51</b>	<b>93</b>	<b>65,062.20</b>	<b>181</b>	<b>45,991.66</b>

\* Based on a 40-hour work week.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**AVERAGE ANNUAL PAY BY GRADE OR PAY BAND\***  
**REGULAR EMPLOYEES ONLY**  
**1/30/2007**

**Medical Professionals Pay Plan 067**

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
102	5	68,374.33	1	67,167.36	4	68,676.07
17	1	55,922.42	0	0.00	1	55,922.42
201	5	133,520.16	5	133,520.16	0	0.00
202	6	168,961.09	3	170,172.58	3	167,749.60
203	3	147,451.99	3	147,451.99	0	0.00
23	1	80,063.49	1	80,063.49	0	0.00
32	2	150,004.92	2	150,004.92	0	0.00
<b>TOTALS:</b>	<b>23</b>	<b>126,156.12</b>	<b>15</b>	<b>137,847.68</b>	<b>8</b>	<b>104,234.44</b>

**Information Technology and Engineering Pay Plan 068**

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
13	7	35,703.42	2	33,824.26	5	36,455.09
14	17	39,930.05	8	39,227.78	9	40,554.30
15	22	42,664.09	12	40,895.65	10	44,786.22
16	29	50,595.60	20	50,534.73	9	50,730.86
17	8	56,277.28	8	56,277.28	0	0.00
18	2	65,349.42	1	65,227.45	1	65,471.38
21	1	78,936.99	0	0.00	1	78,936.99
<b>TOTALS:</b>	<b>86</b>	<b>46,447.34</b>	<b>51</b>	<b>47,026.64</b>	<b>35</b>	<b>45,603.21</b>

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**NEW HIRES/REHIRES/TRANSFERS/TERMINATIONS\***  
**REGULAR EMPLOYEES ONLY**  
**1/29/2007**

EEO Category	Current Workforce		
	Total	Female	Minority
Official and Administrators	1,091	364	19
Professionals	6,308	3,265	219
Technicians	1,868	1,436	67
Protective Service	898	121	29
Paraprofessionals	501	336	29
Office/Clerical	651	572	23
Skilled Craft	825	26	38
Service Maintenance	373	126	22
<b>State Totals:</b>	<b>12,515</b>	<b>6,246</b>	<b>446</b>

EEO Category	New Hires			Rehires		
	Total	Female	Minority	Total	Female	Minority
Official and Administrators	39	10	2	10	6	0
Professionals	663	363	30	146	73	5
Technicians	240	186	10	65	50	1
Protective Service	128	33	4	21	4	1
Paraprofessionals	120	90	10	19	14	0
Office/Clerical	165	144	6	21	17	0
Skilled Craft	21	5	1	6	0	0
Service Maintenance	60	38	4	6	3	0
<b>State Totals:</b>	<b>1,436</b>	<b>869</b>	<b>67</b>	<b>294</b>	<b>167</b>	<b>7</b>

EEO Category	Transfers**			Terminations		
	Total	Female	Minority	Total	Female	Minority
Official and Administrators	17	14	0	71	21	1
Professionals	142	150	7	648	357	26
Technicians	49	81	2	262	183	15
Protective Service	3	3	2	132	31	6
Paraprofessionals	2	91	14	151	108	13
Office/Clerical	18	43	3	116	99	6
Skilled Craft	1	0	0	62	5	5
Service Maintenance	1	8	1	74	46	5
<b>State Totals:</b>	<b>233</b>	<b>390</b>	<b>29</b>	<b>1,516</b>	<b>850</b>	<b>77</b>

\* Based on calendar year.

\*\* Transfers include transfers to other agencies only.

**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**WORKFORCE SUMMARY BY EEO CATEGORY AS OF 1/29/2007**

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**EEO-4 Category 1 Official and Administrators**

		<b>Percentages</b>
<b>Total Employees:</b>	<b>1,101</b>	
Males:	735	66.76%
Females:	366	33.24%
Minorities:	19	1.73%
Age 40+:	982	89.19%

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**EEO-4 Category 2 Professionals**

		<b>Percentages</b>
<b>Total Employees:</b>	<b>6,588</b>	
Males:	3,143	47.71%
Females:	3,445	52.29%
Minorities:	229	3.48%
Age 40+:	4,939	74.97%

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**EEO-4 Category 3 Technicians**

		<b>Percentages</b>
<b>Total Employees:</b>	<b>2,174</b>	
Males:	629	28.93%
Females:	1,545	71.07%
Minorities:	69	3.17%
Age 40+:	1,518	69.83%

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**EEO-4 Category 4 Protective Service**

		<b>Percentages</b>
<b>Total Employees:</b>	<b>927</b>	
Males:	797	85.98%
Females:	130	14.02%
Minorities:	29	3.13%
Age 40+:	522	56.31%

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**EEO-4 Category 5 Paraprofessionals**

		<b>Percentages</b>
<b>Total Employees:</b>	<b>543</b>	
Males:	183	33.70%
Females:	360	66.30%
Minorities:	29	5.34%
Age 40+:	360	66.30%

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**STATE OF MONTANA**  
**DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**  
**WORKFORCE SUMMARY BY EEO CATEGORY AS OF 1/29/2007**

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**EEO-4 Category 6 Office/Clerical**

<b>Percentages</b>		
<b>Total Employees:</b>	<b>1,333</b>	
Males:	493	36.98%
Females:	840	63.02%
Minorities:	36	2.70%
Age 40+:	866	64.97%

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**EEO-4 Category 7 Skilled Craft**

<b>Percentages</b>		
<b>Total Employees:</b>	<b>1,085</b>	
Males:	1,046	96.41%
Females:	39	3.59%
Minorities:	45	4.15%
Age 40+:	889	81.94%

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**EEO-4 Category 8 Service Maintenance**

<b>Percentages</b>		
<b>Total Employees:</b>	<b>602</b>	
Males:	396	65.78%
Females:	206	34.22%
Minorities:	28	4.65%
Age 40+:	440	73.09%

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<b>State Totals</b>		
<b>Percentages</b>		
<b>Males:</b>	<b>7,422</b>	<b>51.71%</b>
<b>Females:</b>	<b>6,931</b>	<b>48.29%</b>
<b>Minorities:</b>	<b>484</b>	<b>3.37%</b>
<b>Age 40+:</b>	<b>10,516</b>	<b>73.27%</b>
<b>Total Employees:</b>	<b>14,353</b>	

**STATE OF MONTANA**  
**LABOR RELATIONS STATUS REPORT**  
**February 2007**

**Bargaining Units by Agency**

	Bargaining Unit	Description	Pay Plan*	Number of Employees
<b>Department of Administration</b>				
American Federation of State, County and Municipal Employees	091- Office of State Public Defender	Public defenders and research attorneys	20	70
Laborers International Union	026-General Services Division	Maintenance employees	62	6
Laborers International Union	89-General Services Division	Groundskeepers	20	5
Montana Public Employees Association	064-Public Employees Retirement Administration	All eligible employees	20	24
Pacific Northwest Council of Carpenters	045-General Services Division	Painters	62	3
Pacific Northwest Council of Carpenters	076-General Services Division & Montana Historical Society	Carpenters	62	2
<b>Total</b>				<b>110</b>
<b>Department of Agriculture</b>				
Montana Public Employees Association	041-Department of Agriculture	All eligible employees	60 68	61 61
<b>Total</b>				<b>61</b>
<b>Department of Corrections</b>				
MEA-MFT	005-Montana State Prison	All eligible employees	20	446
MEA-MFT	015-Probation and Parole	Certain employees	20	177
MEA-MFT	016-Montana Women's Prison	Custody employees	20	57
MEA-MFT	051-Pine Hills Youth Correctional Facility	Teachers	20	13
MEA-MFT	087-Riverside Youth Correctional Facility	All eligible employees	20 64	19
Montana Public Employees Association	068-Pine Hills Youth Correctional Facility	Custody employees	20	78
Montana Public Employees Association	069-Pine Hills Youth Correctional Facility	Professional employees	20	6
MSP Craft Council	012-Montana State Prison	Trade and craft employees	62	12
<b>Total</b>				<b>808</b>
<b>Department of Environmental Quality</b>				
Montana Public Employees Association	034-Department of Environmental Quality	All eligible employees	20	254
<b>Total</b>				<b>254</b>

Bargaining Unit	Description	Pay Plan*	Number of Employees
<b>Department of Fish, Wildlife &amp; Parks</b>			
MEA-MFT	073-Biologists	Biologists	20
Montana Public Employees Association	040-Game wardens	Game wardens	20
<b>Total</b>			<b>119</b>
			81
<b>Montana Historical Society</b>			
Pacific Northwest Regional Council of Carpenters	076-General Services and Montana Historical Society	Carpenters	62
MEA-MFT	066-Montana Historical Society	All eligible employees	60
<b>Total</b>			<b>40</b>
			41
<b>Department of Justice</b>			
Montana Public Employees Association	030-Motor Vehicle Division, Title and Registration Bureau	All eligible employees	20
Montana Public Employees Association	036-Highway Patrol Division	Highway patrol officers	20
Montana Public Employees Association	048-Division of Criminal Investigation	Criminal investigators	20
Montana Public Employees Association	050-Motor Vehicle Division, Drivers Examination	All eligible employees	20
Montana Public Employees Association	078-Highway Patrol Division, Communications systems operators	Communications systems operators	20
<b>Total</b>			<b>322</b>
<b>Department of Labor and Industry</b>			
Labor Appeals Union	071-Employment Relations Division	Hearings officers	20
Montana Public Employees Association	038-Department of Labor and Industry	Certain employees	20
<b>Total</b>			<b>494</b>
			501
<b>Department of Military Affairs</b>			
Great Falls Firefighters Association	009-Great Falls Airport	Firefighters	20
MEA-MFT	086-Montana Youth Challenge	All eligible employees	20
International Brotherhood of Teamsters	080-Air National Guard	Maintenance employees	62
<b>Total</b>			<b>9</b>
			66
<b>Department of Natural Resources and Conservation</b>			
International Association of Machinists	046-Forestry Division	Mechanics	62
Montana Public Employees Association	084-DNRC Land Offices	Administrative support	20
<b>Total</b>			<b>21</b>
			31

	<b>Bargaining Unit</b>	<b>Description</b>	<b>Pay Plan*</b>	<b>Number of Employees</b>
<b>Board of Public Education</b>				
MEA-MFT	072-Montana School for the Deaf and Blind	Professionals	61	65
United Food and Commercial Workers	082-Montana School for the Deaf and Blind	Care and service employees	60	23
<b>Total</b>				<b>88</b>
<b>Department of Public Health and Human Services</b>				
American Federation of State, County and Municipal Employees	003-Montana Developmental Center	Care and service employees	60 61	169
American Federation of State, County and Municipal Employees	004-Montana Chemical Dependency Unit	Care and service employees	60	26
MEA-MFT	061-Central Office	All eligible employees	20 60 62 68	544
MEA-MFT	065-Montana Chemical Dependency Center	Counselors	60	9
MEA-MFT	057-Montana Developmental Center	Professional employees	60	16
MEA-MFT	023-Montana State Hospital	Care and service employees	60	232
MEA-MFT	024-Montana State Hospital	Professionals and Licensed Practical Nurses	60 64	66
MEA-MFT	070-Montana Veterans Home	Care and service employees	60 62 20	125
MEA-MFT	090-Montana Mental Health Nursing Care Center	Registered nurses	60	13
Montana Developmental Center Craft Council	007-Montana Developmental Center	Trade and craft employees	62	7
Montana Nurses Association	013-Montana State Hospital	Registered nurses	60 20	49
Montana Nurses Association	054-Public Health and Safety Division	Public health nurses	60	4
Montana Nurses Association	075-Montana Veterans Home	Registered nurses	20	18
Montana Public Employees Association	019-Quality Assurance Division	All eligible employees	20 60 68	223
Montana Public Employees Association	042-Child and Family Services Division; Human Service Offices	All eligible employees	20	269
Montana Public Employees Association	052-Child and Family Services Division	Social workers	20 60	227
Montana Public Employees Association	059-Montana Mental Health Nursing Care Center	Care and service employees	60	96
Warm Springs Craft Council	008-Montana State Hospital	Trade and craft employees	62	29
<b>Total</b>				<b>2122</b>

### **Office of Public Instruction**

Montana Public Employees Association	063-Office of Public Instruction	All eligible employees	20	136
<b>Total</b>				<b>136</b>

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**Department of Revenue**

Montana Public Employees Association	031-Liquor Warehouse	All eligible employees	62	7
MPEA/MEA-MFT Local 4993	006-Department of Revenue	Certain employees	60	445
<b>Total</b>			<b>68</b>	<b>452</b>

**Montana State Fund**

Montana Public Employees Association	067-Montana State Fund	All eligible employees	65	219
<b>Total</b>			<b>219</b>	

**Department of Transportation**

American Federation of State, County and Municipal Employees	001-Department of Transportation; Maintenance Division	Certain trade and craft employees	20	487
Montana Public Employees Association	035-Department of Transportation	All eligible non-maintenance employees	20	831
Public Employees Craft Council	002-Department of Transportation; Maintenance Division	Certain trade and craft employees	20	389
<b>Total</b>			<b>62</b>	<b>1707</b>

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**Grand Total**

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**7118**

**STATE OF MONTANA**  
**LABOR RELATIONS STATUS REPORT**  
**February 2007**

**Bargaining Units by Labor Organizations**

Department	Bargaining Unit	Pay Plan*	Number of Employees
<b>American Federation of State, County &amp; Municipal Employees (AFSCME)</b>			
Department of Administration	091- Office of Public Defender	20	70
Department of Public Health and Human Services	003-Montana Developmental Center Care and Service	60	169
Department of Public Health and Human Services	004-Montana Chemical Dependency Care and Service	61	26
Department of Transportation	001-Maintenance Division; Trade and Craft Employees	20	487
<b>Total</b>			<b>752</b>
<b>Great Falls Firefighters Association</b>			
Department of Military Affairs	009-Great Falls Airport Firefighters	20	20
<b>Total</b>			<b>20</b>
<b>International Association of Machinists (IAM)</b>			
Department of Natural Resources and Conservation	046-Forestry Division Mechanics	62	10
<b>Total</b>			<b>10</b>
<b>International Brotherhood of Teamsters</b>			
Department of Military Affairs	080-Air National Guard Maintenance Employees	62	9
<b>Total</b>			<b>9</b>
<b>Laborers International Union</b>			
Department of Administration	026-General Services Division maintenance employees	62	6
Department of Administration	089-General Services Division groundskeepers	20	5
<b>Total</b>			<b>11</b>
<b>Labor Relations and Appeals Union</b>			
Department of Labor and Industry	071-Employment Relations Division hearings officers	20	7
<b>Total</b>			<b>7</b>
<b>MEA-MFT</b>			
Department of Corrections	005-Montana State Prison; all eligible employees	20	446
Department of Corrections	016-Montana Women's Prison; custody employees	64	57
Department of Corrections	051-Pine Hills Youth Correctional Facility teachers	20	13
Department of Corrections	015-Probation and parole; certain employees	20	177
Department of Corrections	087-Riverside Youth Correctional Facility; all eligible employees	20	19

Department	Bargaining Unit	Pay Plan*	Number of Employees
Department of Fish, Wildlife and Parks	073-Biologists	20	119
Montana Historical Society	066-Montana Historical Society; all eligible employees	60	40
Department of Military Affairs	086-Montana Youth Challenge Program; all eligible employees	20	37
Board of Public Education	072-School for the Deaf and Blind professionals	20 61	65
Department of Public Health and Human Services	061-Central office employees	20 60 62 68	544
Department of Public Health and Human Services	057-Montana Developmental Center professionals	60	16
Department of Public Health and Human Services	065-Montana Chemical Dependency Center counselors	60	9
Department of Public Health and Human Services	023-Montana State Hospital care and service employees	60	232
Department of Public Health and Human Services	024-Montana State Hospital professional employees and licensed practical nurses	60 64	66
Department of Public Health and Human Services	070-Montana Veterans Home care and service employees	60 62 20	125
Department of Public Health and Human Services	090-Montana Mental Health Nursing Care Center registered nurses	60	13
<b>Total</b>			<b>1978</b>

### Montana Developmental Center Craft Council

Department of Public Health and Human Services	007-Montana Developmental Center trade and craft employees	62	7
<b>Total</b>			<b>7</b>

### Montana Nurses Association

Department of Public Health and Human Services	054-Public Health and Safety Division public health nurses	60	4
Department of Public Health and Human Services	013-Montana State Hospital registered nurses	60 20	49
Department of Public Health and Human Services	075-Montana Veterans Home registered nurses	20	18
<b>Total</b>			<b>71</b>

### Montana Public Employees Association

Department of Administration	064-Montana Public Employees Retirement Administration; all eligible employees	20	24
Department of Agriculture	041-Department of Agriculture; all eligible employees	60 68	61
Department of Corrections	068-Pine Hills Youth Correctional Facility custody employees	20	78
Department of Corrections	069-Pine Hills Youth Correctional Facility professional employees	20	6
Department of Environmental Quality	034-Department of Environmental Quality; all eligible employees	20	254
Department of Fish, Wildlife and Parks	040-Game wardens	20	81
Department of Justice	030-Motor Vehicle Division, Title & Registration Bureau; all eligible employees	20	37
Department of Justice	036-Montana Highway Patrol; patrol officers	20	161

Department	Bargaining Unit	Pay Plan*	Number of Employees
Department of Justice	048-Division of Criminal Investigations criminal investigators	20	24
Department of Justice	050-Motor Vehicle Division driver examiners and aides	20	75
Department of Justice	078-Montana Highway Patrol communications systems operators	20	25
Department of Labor and Industry	038-Department of Labor and Industry; certain employees	20	494
Department of Natural Resources and Conservation	084-Land office administrative support employees	20	21
Office of Public Instruction	063-Office of Public Instruction; all eligible employees	20	136
Department of Public Health and Human Services	019-Quality Assurance, Child and Adults Health Resources, and Public Health and Safety Divisions; all eligible employees	20 60 68	223
Department of Public Health and Human Services	042- Health and Community Services Division; human service employees	60	269
Department of Public Health and Human Services	052-Child and Family Services Division; social workers	20 60	227
Department of Public Health and Human Services	059-Montana Mental Health Nursing Care Center and Service Employees	60	96
Department of Revenue	60		
Montana State Fund	031-Liquor Warehouse employees	62	7
Montana State Fund	067-Montana State Fund; all eligible employees	65	219
Department of Transportation	035-Department of Transportation; all eligible non-maintenance employees	20	831
<b>Total</b>			<b>3349</b>

#### **Montana Public Employees Association/MEA-MFT Local 4993**

Department of Revenue	006-Department of Revenue; certain employees	60 68 20	445
<b>Total</b>			<b>445</b>

#### **Montana State Prison Craft Council**

Department of Corrections	012-Montana State Prison trade and craft employees	62	12
<b>Total</b>			<b>12</b>

#### **Pacific Northwest Regional Council of Carpenters**

Department of Administration	045-General Services Division painters	62	3
Department of Administration and the Montana Historical Society	076-General Services Division and Montana Historical Society carpenters	62	3
<b>Total</b>			<b>6</b>

#### **Public Employees Craft Council**

Department of Transportation	002-Department of Transportation; certain trade and craft employees	20 62	389
<b>Total</b>			<b>389</b>

#### **United Food and Commercial Workers**

Board of Public Education	082-Montana School for the Deaf and Blind care and service employees	60	23
<b>Total</b>			<b>23</b>

Department	Bargaining Unit	Pay Plan*	Number of Employees
<b>Warm Springs Craft Council</b>			
Department of Public Health and Human Services	008-Montana State Hospital trade and craft employees	62	29
<b>Total</b>			<b>29</b>
<b>Grand Total</b>			<b>7118</b>

**Pay Plan Codes:**

- 20-Broadband pay
- 60-Statewide pay plan
- 61-Exempt from classification
- 62-Blue collar pay plan
- 64-Teachers pay plan
- 67-State Fund pay plan
- 68-Engineers and information technology pay plan